

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
September 21, 2009 8:10 pm

Members Present:

N. McCarthy (NM), Maryanne Peabody (MP), P. Schneider (PS) J. Evans (JE),
N. Willard (NW)

Also present:

J. Senchyshyn (JS)

SEIU – DPW Department Assistant: JS informed the Board of his meetings with SEIU union representatives. SEIU was disturbed because the Town approved H. Lewis’ request for a reduced work schedule. The union views the move as a violation of the DPW MOA. JS’s response to the union was that the employee approached the Town for reduced hours. The Town did not initiate the action to reduce the work force, but it did take advantage of the proposed savings, providing operational needs were met. JS indicated that he referenced the language in the Managements Rights clause in the contract. The union did not agree the Town’s right to set the work schedule given the DPW MOA. The Union sought to provide an additional 7 hours of DPW work for another union member. JS recommended against this demand.

Board members discussed the implications of returning the position to full-time. JS would meet with SEIU again on 9/25. If the problem could not be resolved, the matter might come before the Board.

Successor Contract Negotiations: The budget shortfall for FY 11, assuming a 0% COLA, is projected at \$2.6M. If there is no override and the shortfall is funded through operational reductions, Town personnel accounts would need to be reduced by approximately \$1M. To achieve that level of savings, Town services would be severely impacted, to the point of potentially eliminating certain departments or functions, contracting out work or reducing operational hours. While none of the options are desirable, there is not sufficient funding in non-personnel budgets to offset the magnitude of such a shortfall.

Police Negotiations: JS and Chief Irving met with Police union officials on 2 occasions. Meetings are off-the-record and have focused on Quinn funding. JS reviewed discussion to date. Continued discussion would occur with the Labor Counsel and the BOS later in the evening.

E. Valerio (EV), Labor Counsel joined the executive session at 8:45 pm. Negotiation discussions continued.

The Board recessed at 9:10, awaiting its meeting with the BOS.

The Board, JS and EV joined the BOS (J. Nolan, M. Tichnor, S. Pope, S. Correia , T. Fay) and F. Turkington, Town Administrator. The Board reconvened in Executive Session at 9:50 pm.

JS and EV discussed police contract negotiations.

[REDACTED]

JS reviewed possible savings in other areas, such as changes to the FLSA schedule and restructuring detail rates. JS asked the Board to support the use of the figure of \$118,524 as the baseline cost of the Quinn plan with further costs being achieved through contract concessions. JS sought reassurance that the town will hold to the zero percent COLA for all other union negotiations. It was the sense of the Board to accept the proposals of EV and JS and continue the negotiations as presented.

A motion was made by NW and seconded by MP to adjourn without returning to Open Session.

NM took a roll call vote:

Member Schneider	Aye
Member Willard	Aye
Member Evans	Aye
Vice-Chair Peabody	Aye
Chair McCarthy	Aye

The Board members having voted 5-0, the motion carried. The Board adjourned at 10:25 pm.

John Senchyshyn
ATA/HRD